

BEHIND THE BADGE

THE OFFICIAL MAGAZINE OF THE U.S. AIR FORCE RECRUITING SERVICE FEBRUARY 2018



DCC SSgt Matthew Steed
ADCC AIC Brenner Seanoa

BEHIND THE BADGE

ABOUT US

Behind the Badge is a digitally published, monthly magazine catering to the recruiting community. It is an official publication of the Air Force Recruiting Service Public Affairs Office.

SUBMIT

Behind the Badge welcomes submissions from all recruiters and those working in the field. Photos, videos, story ideas, commentaries, suggestions and criticisms are all welcome, although publication is not guaranteed.

To submit email us at:
afrrshqpa@us.af.mil

Submission deadline for next issue:
FEBRUARY 23, 2018

FROM THE EDITOR



MELISSA WALTHER

Surprise! I'm still here!

As I'm in a holding pattern, awaiting orders for my next assignment, and trying to explain AFPC to my friends and family who have never been in the military, I started thinking about shared experiences and how they bring us closer together.

I originally come from the Army, but the joys of PCS season are the same across all services. I lurk in the background of our spouse Facebook page and see all the questions, excitement and uncertainty surrounding a move into Recruiting Service. It brings home what a truly unique community we are, within an already unique community.

Only a small portion of Americans serve in our armed forces. The portion is even smaller for those who serve in the Air Force. And of that already tiny fraction, it's even less that will ever serve in Recruiting.

While a PCS anywhere else may mean leaving friends and family behind, you're still going to an established base, with services you're familiar with and people who speak "Air Force-ese." Or at least the language of the military in general.

But in recruiting, you're likely moving to a location far from a base and the support you are used to. You or your family may feel alone and isolated without it.

But you've got a family to share that experience with, even if you're single. Every other recruiter has had those same feelings, and is willing to help you work through them. We may not always be in the same location, but we're always there for each other, thanks to a shared experience.

ON THE COVER



A five-member team from the 552nd Maintenance Squadron located at Tinker Air Force Base, Oklahoma, championed an F-16 mini-jet restoration project to bring a beloved 349th Recruiting Squadron marketing asset back to life. The team of Airmen fabricated replacement parts to repair the damaged wings and tail, designed, printed and applied new logos, and applied a fresh Thunderbirds-themed paint job to finish it all off. In honor of the team's efforts, Lt. Col. Russel Montate, 349th commander, requested the maintenance team sign the jet as a way to recognize their amazing work when the jet travels. Montate also presented each team member with a certificate of appreciation and his commander's coin, expressing his thanks and appreciation for their efforts and support. The 552nd MXS team members, led by Staff Sgt. Matthew Steed were: Staff Sgt. Nicholas Shadowens; Senior Airman Heath Thompson (not pictured); Airman 1st Class Brenner Seanoa; and Airman 1st Class Tyler Hill.

New personality assessment tool coming soon

By Master Sgt. Patrick Cone, AFRS

Are you good at keeping to a schedule, or do you often get distracted by other events? Do you ever find yourself doing too much talking and not enough listening with an applicant? Do you welcome changes in the work environment or would you rather things stay the same? In a team setting, do you prefer to take a leadership role or a supporting one? How do you feel about rules? Are they black and white or are they primarily guidelines that allow for flexibility? Is recognition for a job well done important to you? What rewards do you enjoy most as an Air Force Recruiter? Is it helping people find a career, the independence of managing your own territory, or is it something else? How do you react when an applicant says "no" to your recruiting opportunity? Do you take it personally and dwell on the loss, or do you bounce back quickly and move on to the next prospect?

None of those questions have a right or wrong answer, but they merely indicate we are all different, and we each bring different talents to the workplace. So, how does one measure your talents? We have the answer. AFRS is pleased to introduce a new tool we strongly believe you will find interesting, enlightening and extremely useful in your recruiting efforts. Its purpose will be to identify each of

the talents that makes you who you are as an Air Force recruiter.

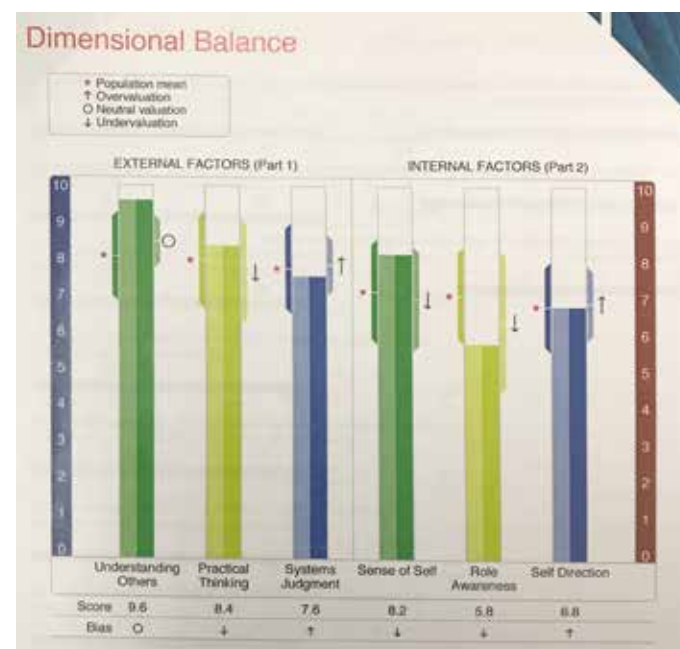
The product is called the TriMetrix Assessment, and everyone in Air Force Recruiting Service will have the opportunity to complete the assessment and discover more about yourself. What exactly is a TriMetrix Assessment? Let's start with the name. The prefix 'Tri' means three and Metrix is another word for measurement. You complete the assessment online and results are calculated nearly instantly into a plain-language, easy to understand, coaching report that provides insightful measurements about you in three areas: behaviors, motivators and personal skills.

The behaviors section offers you feedback into how you approach people, problems, pace of effort and procedures. The motivators portion provides insight into which aspects of your job you find most rewarding and why. And lastly, the personal skills report offers valuable feedback into your thought processes. Understanding how you think will identify your preferences, strengths and areas of challenge when it comes to performing the tasks associated with your profession.

Our strategic training partner, The Brooks Group, will have their assessment experts available to help you interpret your assess-

ment results. In addition, supervisors will receive instruction on how to use the coaching reports to better manage each member of their team, playing to each person's strengths, helping to overcome areas of challenge and maximizing performance.

Keep an eye out for more detailed information about the TriMetrix Assessments in future editions of Behind the Badge.



The TriMetrix Assessment can help both you and your supervisor get a better understanding of what motivates you and how you'll respond to certain situations. The above is a sample page from an assessment.

Why can't we book more high school seniors

By Chief Master Sgt. Paul E. Gallagher, AFRS

As we in the IG get out and about to visit members of Recruiting Service, we often hear the question "why can't we book more high school seniors." In fact, it is one that crossed my lips when I was a front-line recruiter. I'll tell you why and more importantly, help you with some strategies to drive mission success.

As I said, I know how you feel. I recruited in a largely rural zone and during the winter and spring, I seemed to be able to generate senior flow to the MEPS, but there weren't any jobs for them. The reality was (and is), if you don't process high school graduates, you could easily miss your New Enlisted Contract mission during this time of the year. This situation is so enduring that it has a name...the dreaded FMAM, also known as the dreaded months of February, March, April and May!

To explain the reason, I approached the all-knowing, all-feeling Ma-ha Chief Master Sgt. Dennis Macho, Superintendent of AFRS Operations, to get the scoop.

"[The] accession plan is to ensure we are equipped to recruit the right Airmen at the right time and are focused to replenish enough Airmen for our mission capabilities," Macho said. "In order to facilitate this correctly, during the period of October through January, we must ship the right Airmen in the months of February through May. If we open the aperture up to seniors and book in October through January to ship in June through September, we will fall short on our FMAM EAD goal and that would lead to mission failure."

There you have it. Basically, BMT and tech training require a steady stream of Airmen in the pipeline. That stream must continue, especially during FMAM. If we reserve people who can't ship during FMAM, but who allow us to meet our NEC goals, then it is possible that everyone in AFRS could meet their NEC goals, but the organization would fail in its EAD mission during this time. Therefore, since NEC production drives our EAD success, they must be linked. We have to find people during this time of year who can ship to BMT before

the current class of seniors is able. The only way that could change is if recruiters were able to fill the bank far earlier, so that we roll into FMAM with the right people to ship already in the hopper. That has never happened.

Given this reality, we have a choice. We can grab an excrement popsicle, stare at this problem and get depressed or we can focus on those things we can control. Have a strategy that keeps us successful during this time of year. My recommendation is that we meet this challenge by developing a strong plan and executing it with discipline.

There are some very practical steps that can improve graduate business. This is certainly not an all-inclusive list, but only meant to get the wheels turning and to begin your planning process.

- Many of last years' seniors went to college. Many of those will not finish their first year. Spend time at campuses. Do not ask for drop lists. Asking for drop lists perpetuates the stereotype that you want students who quit to join the AF. The college staff will see you as a "bottom feeder" and at odds with their mission. Instead, approach the placement office. Look to interview successful students for jobs. Many students finish up after that first semester. You should attempt to be seen as a prospective employer, not an option of last resort.

- Send mail or email to students who scored well on the ASVAB last year and indicated they want to go to college. If it is mail, don't make it look like junk mail. Hand address it and personalize it. The message is that the Air Force can help them get things back on track with training in a great job, college tuition, and experience. This isn't a step backwards, this is a faster step forward!

- Call last year's graduates on the phone. They probably won't answer. Prepare a very fast voicemail message expressing these thoughts: "The good news is the Air Force can get you moving more quickly toward your goals. The bad news is many don't qualify. Please call back if you'd like to see if you

HIGH SCHOOL continued on page 6

Leadership 101: Win Where You Fight

By Chief Master Sgt. Michael R. Hood, 339th RCS

General George S. Patton said, "I am a Soldier, I fight where I'm told and I win where I fight." His success in commanding the 7th Army and European theater in World War II echoes one of the greatest secrets of the famed Japanese Samurai who developed an unparalleled mental focus called Fudoshin pronounced "fu-doe sheen." This translates to an immovable mind and an unmoving heart. When these warriors faced certain death in battle, their immovable minds allowed them to attain calmness, intense mental focus and an unwavering determination to win that seldom did they lose.

Uesugi Kenshin, one of Japan's most renowned 16th century warlords said it best: "Go to the battlefield firmly confident of victory, and you will return with no wounds whatsoever. Engage in combat fully determined to die and you will remain alive."

Miyamoto Musashi, one of Japan's greatest samurai noted that anyone could choose to risk death. What sets the warrior apart is their state of personal detachment. This is not a desire for death, but the most effective way of staying alive and winning.

In modern times, Arnold Schwarzenegger during his bodybuilding career achieving five Mr. Universe and seven Mr. Olympia titles commented that during his workouts, a 747 airliner could crash

into the gym and he would not even notice. This is the immovable mind. His intense mental focus ensured every moment of training was his absolute best and this mindset allowed him to maintain unwavering self-discipline that led to his success in the Austrian Armed Forces, fitness, acting and the California political arena as a seven-year governor.

When you approach any task, do so with such intensity as if your life depends upon it. Do you want to earn a promotion? Then create a plan and study as if it is your last opportunity. Do you want to get into the best shape of your life? Make sure the gym knows you were actually there. Never allow yourself to become distracted and always keep your goals in mind while envisioning what success will look like.

At first, this may seem hard and requires daily practice to hone self-discipline. It is also why so many lose opportunities and never reach success in life. Those who truly desire success must make no excuses and must view every defeat as an opportunity to grow.

Nelson Mandela, the anti-apartheid revolutionary, political leader and first black South African president said: "It always seems impossible until it is done. I never lose. I either win or I learn." He too understood the meaning of determination and never allowed his heart or mind to falter from his goals.

Here are a few tips to help you achieve yours.

1. Define your goals. You must write them down in detail as to why each is important with your purpose, necessary steps and milestones and then review them daily. Forbes Magazine noted that more than 80 percent of people who write down their goals achieve them.

2. Speak life! Always speak positively about your progress and maintain a positive, winning attitude that you are getting better every day – and do it more so when you feel otherwise. Never think or speak poorly of yourself or others.

3. Repetition. The art of self-discipline is doing things when we do not want to, all while understanding that we are moving towards success.

4. Accountability. To help you reinforce repetition and a positive outlook, find an accountability partner who you can talk to every day. Those who have similar goals can inspire you and keep you motivated on your worst days. Remember, "though one may be overpowered, two can defend, but a cord of three strands is not easily broken."

5. Meditation. In the same fashion, as we physically condition our body, we must also exercise mental toughness. The world is full of chaos, stress and noise. Social media, television and the stress of our jobs inundate us while our relationships can often seem overwhelming. The samurai employed Zazen, an austere physical and mental

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HIGH SCHOOL continued from page 4

qualify to explore this option..."

- Put business cards in the hands of five grads a day. Use chance encounters, strike up casual conversation. Cruise grocery stores during school hours looking for grads. When you see one, ask a general question. "Where is the dog food?" As you head where they direct you, thank them and ask, "Are you a manager here or something?" Then flip them a card and ask them to call if they'd ever like to explore the Air Force. Think of places where grads work and frequent those places, but don't appear hungry or desperate.

- Pull a list of last year's shippers from AFRISS. Cross reference to the email global and send them an email. Let them know that we have a lot of great jobs for graduates who can ship before May and that you are willing to talk to any of their friends back home who are spinning their wheels.

- Continue your high school visits! While there, visit the guidance office and ask about any mid-term grads. Some students need another class to finish their diploma. They graduate from High School in December and have pretty much missed all the cutoffs. When you are in a classroom, talking to seniors, say something about grads! Something like, "All of you know someone who is already out of High School and they are spinning their wheels.... write their name and number and I will call and see if they are qualified. If they are and they want to learn more, I will meet with them".

- Network. Let everyone you speak with know that the Air Force has great

jobs leaving between now and May.

- Conduct some grad base tours. Encourage every grad DEP member to bring two friends and spend a day on the base. Focus on quality of life; dorms, education office, fitness center, DFAC, AAFES. Show them the cars in the dorm parking lot. Show them the class schedules on base and talk about tuition assistance.

- Follow up. Reach back in your records to all the grads who you interviewed but who needed time to "think about it," decided not to enlist, or otherwise fell out of the mix. Re-contact to see what their current situation is. Create an email or letter that reaches out to them in a personal way and invites them to re-contact.

An ill-advised course of action would be to neglect school programs and seniors to completely focus on grads. We are out-manned by other services in the schools. If you swing your attention exclusively to grads, you will turn around and find a lot of great talent in your schools went to sister services. Your strategy should consist of the right mix and, where possible, intertwining of grad and senior recruiting.

All career fields have their challenges and recruiting is no different. Those who stand out are the ones who meet them with optimism and focus on what they can control. The need for grads in these critical months is tough to meet, but predictable. Success belongs to those who work smart and plan ahead. Good recruiting!

LEADERSHIP continued from page 5

meditation that kept them centered, aware and fully calm with an inhuman ability to move freely in terrifying conditions. Taisen Deshimaru explains this in his book, "The Zen Way to Martial Arts: A Japanese Master Reveals the Secrets of the Samurai." If this sounds too aggressive, start by finding a quiet place each day for thirty minutes to begin your day or to unwind at the end without any distraction. Just you alone, sitting still in perfect

silence focused on relaxed breathing and perhaps reflecting on what success will look like.

"Nothing in the world is worth having or worth doing unless it means effort, pain, difficulty...I have never in my life envied a human being who led an easy life," said the 26th President of the United States, Theodore Roosevelt. "I have envied a great many people who led difficult lives and led them well."

Learn to win where you fight by following these

leadership examples and adopting an unwavering determination and immovable mind and you too will enjoy greater success.

To learn more, visit our Leadership University: an extensive, growing resource with the tools our people need to succeed. It covers everything for civilians and Airmen basic through wing commander.

<https://randolph.eis.aetc.af.mil/afrs/36ORC-G/339RCS/CHIEF>

2017 Military Justice Actions Recap

Maj. Anastasia Lewandoski, Headquarters, AFRS JAG

During 2017, commanders throughout Air Force Recruiting Service administered 19 nonjudicial punishment actions under Article 15 of the UCMJ and one court-martial took place. Listed below are descriptions of those nonjudicial punishments and trial. The punishments imposed reflect the fact-finder's determination of an appropriate outcome and punishment after considering the circumstances of the offense and the offender's record. This article does not include specific details regarding the offenses, such as aggravating or mitigating factors, which could have impacted the severity of the punishment. No two scenarios are ever exactly alike; therefore, any disparity should not be interpreted as unfair simply based on face value.

Nonjudicial Punishments

A staff sergeant altered an applicant's DD Form 2807-2. The member's punishment consisted of a reduction to E-4 and a reprimand.

A staff sergeant used a government travel card on several occasions without an official purpose. The member's punishment consisted of a suspended reduction to E-4 and a reprimand.

A staff sergeant used a government travel card on several occasions without an official purpose. The member's punishment consisted of a suspended reduction to E-4, forfeiture of \$1886 for two months and a reprimand.

A staff sergeant provided their civilian spouse with a government laptop and cell phone. Additionally, the member impersonated several members of the leadership team to the spouse, making the spouse believe they were being hired into a government position. Lastly, the member used their government cell phone to view pornography. The member's punishment consisted of reduction to E-4, forfeiture of \$1267 pay and a reprimand.

A staff sergeant made multiple unprofessional relationship violations, to include touching the applicants, making lewd comments, and exposing his

genitals. The member's punishment consisted of reduction to E-4, seven days extra duty and a reprimand. Subsequently, this member was discharged from the Air Force with an Under Other Than Honorable Conditions characterization.

A master sergeant used a government travel card on several occasions without an official purpose. The member's punishment consisted of a suspended reduction to E-6 and a reprimand.

A staff sergeant made a false official statement. The member's punishment consisted of a suspended reduction to E-4 and a reprimand.

A master sergeant falsified AFRISS inputs regarding an applicant's weight then lied about his actions when asked about the situation by leadership. The member's punishment consisted of a suspended reduction to E-6, forfeiture of \$725 pay for two months, and a reprimand.

A technical sergeant failed to report to work. The member's punishment consisted of a reduction to E-5 and a reprimand.

A master sergeant used a government travel card on several occasions without an official purpose. When questioned about the usage, the member lied to his leadership. The member's punishment consisted of a suspended reduction to E-6, suspended forfeiture of \$1925, and a reprimand.

A master sergeant attempted to steal items from the local BX and at a later date, stole items from the BX. He was also disrespectful towards an officer and assaulted a civilian employee. The member's punishment consisted of a reduction to E-6.

A technical sergeant drove his government vehicle to his residence and lied about his location. In addition, the member lied about meeting with applicants for in-person meetings. The member's punishment consisted of suspended reduction to E-5, forfeiture of \$1616 pay, and a reprimand.

LEGAL continued on next page

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A staff sergeant made false statements in AFRISS regarding school visits. The member's punishment consisted of suspended reduction to E-4, forfeiture of \$1000 pay for two months, and a reprimand.

A technical sergeant cheated on his NCOA assignment and lied when asked about the assignment. The member's punishment consisted of a suspended reduction to E-5, forfeiture of \$325 pay for two months, and a reprimand.

A technical sergeant drove a government vehicle without a valid state license. Additionally, the NCO submitted falsified documents to CPTS in an attempt to receive additional allowances. The member's punishment consisted of a suspended reduction to E-5, forfeiture of \$1000 pay for two months, and a reprimand.

A technical sergeant plagiarized his NCOA assignment. The member's punishment consisted of a reduction to E-5 and a reprimand.

A staff sergeant made false statements in AFRISS regarding school visits. The member's punishment consisted of a reduction to E-4.

A staff sergeant was released from his/her place of duty and did not report to their next place of duty for a week. Prior to being released from the first place of duty, the NCO indicated that the second place of duty expected his/her arrival. The member's punishment consisted of reduction to E-4 and a reprimand.

A staff sergeant failed to properly perform administrative duties. The member's punishment consisted of suspended reduction to E-4, forfeiture of \$600 pay for two months, and a reprimand.

Court-Martial

A technical sergeant pled not guilty at a general court-martial for violating a safe sex order, sexual assault, sodomy, and four counts of simple assault. The member was tried at a general court-martial on Oct. 26 2017 and found not guilty of all charges.

If you are interested in reviewing court-martial actions, all courts-martial are open to the public. You can access details at the USAF Public Docket website, located at:

<http://www.afjag.af.mil/About-Us/Docket>.



Recruiter represents fallen vets at Kansas concert

On Dec. 15, Staff Sgt. Daniel Jedziniak, 319th Recruiting Squadron, held an American flag on stage as part of a Kansas concert during their new song, "Section 60."

The song is about all the men and women that passed away during the operations in Iraq and Afghanistan. While Kansas was in Washington, D.C., they went to Arlington National Cemetery to see all those who have passed. Section 60 is the area where those veterans are buried, and when the band went there they witnessed many family members come and go. The families spoke to the graves, cried, left flowers.

That spot, Section 60, hit the band very hard and they decided to create a song for those men and women.

"I had the honor to represent all those who have fallen and represent Section 60 by holding the flag during the song," Jedziniak said.

"Recruiting is more than inspiring highly qualified people to join our ranks," said Master Sgt. Kacey-Jo Hyde, Health Professions recruiter with the 342nd Recruiting Squadron. "We as recruiters must also inspire their friends and families to support their loved one and appreciate the incredible mission they are about to embark upon. In an attempt to best express how much my mother missed her Airmen, she wrote this poem about Air Force ethics. It moved me to tears, but I may be biased!"

Hyde recalls her proudest moment in recruiting as the day her oldest niece Courtney took the Oath to join the Air Force.

How You Must Feel

By Colleen Dworetzky

I may ask myself, why? Why have I chosen the path that I'm on?
Why am I not home where I've always known I belong?
When I search my heart for answers they are so easy find
Even though I'm missing loved ones that I have left behind
I've learned to cherish memories which I'm very thankful for
And in this world of adventure I want to keep making more
The Air Force has given me adventure, integrity, strength and goals
It has taught me teamwork, discipline, respect, and morals
I've learned to say no, when choosing yes would be weakness
I've learned being one alone is nothing compared to being one of a team
I'm proud to be an American, I'm proud to say there is nothing I wouldn't do
To protect this great nation that I share with all of you
I'm willing to give up material things, luxuries and home
To be a part of our great Air Force together or alone
I don't ask myself anymore why I chose this path I am on
I will give my Honor, follow the Book, go above and beyond
The Air Force is by far the best career I could have ever found.

With love and admiration for my daughter, Master Sgt. Kacey-Jo L. Hyde and my granddaughter, Staff Sgt. Courtney M. Dodd. I am so proud of you both!

AIRMAN SPOTLIGHT

**Tech. Sgt. Jeremy D. Smith,
360th Recruiting Group**

Family: Cheri (Wife), Kyle, Chase, Jocie

Hometown: St. Albans, West Virginia

Years of Service: 15

Years Recruiting: 7

AFSCs Held: 2E154, 3D152, 8R000, 8R200

Assignments:

89th Communications Squadron, Andrews Air Force Base, Maryland

30th Space Communications Squadron, Vandenberg Air Force Base, California

338th RCS, Charleston, West Virginia

5th Combat Communications Group, Robins Air Force Base, Georgia

360 RCG, New Cumberland, Pennsylvania

Favorite Assignment:

5th Combat Communications Group, Robins Air Force Base, Georgia

Hobbies: Fitness, MMA, Basketball

AF Goals and Pursuits:

Make master sergeant

Become a first sergeant

What I like about my Air Force

The opportunities it has given me to meet new people

How every assignment is different

Why nominated: "Tech. Sgt. Smith is my Group Operations NCO and he is critical to the mission success of the 360th RCG. The Group finished first-quarter FY18 at 102-percent of New Enlistment Contract goal, and Smith played a vital role in that success," said Senior Master Sgt. Clint D. Healey, 360th RCG superintendent.

If you have an outstanding Airman you'd like to highlight, please send your profile to afrshqpa@us.af.mil.



Richard Petty Goes to Germany, thanks U.S. Airmen, promotes Recruiting Service

In late January "The King" Richard Petty and his grandson, Thad Moffitt, toured and visited various Air Force bases in Germany promoting NASCAR and the Daytona 500. Petty has been thanking and visiting United States Air Force Recruiting offices and United States Air Force bases.

Petty and Moffitt visited Ramstein and Spangdahlem Air Bases,

and recorded public service announcements for Air Force Recruiting Service to promote overseas recruiters.

"We got here (Germany) Friday morning and haven't stopped since," Petty said. "It has

been really special so far."

AFRS has a partnership with Richard Petty Motorsports and sponsors the number 43 car driven by Bubba Wallace. You can see him race at the Daytona 500 Feb. 18.

"I can say this, we have a NASCAR youth, teen and adult movement over here, because these men and women

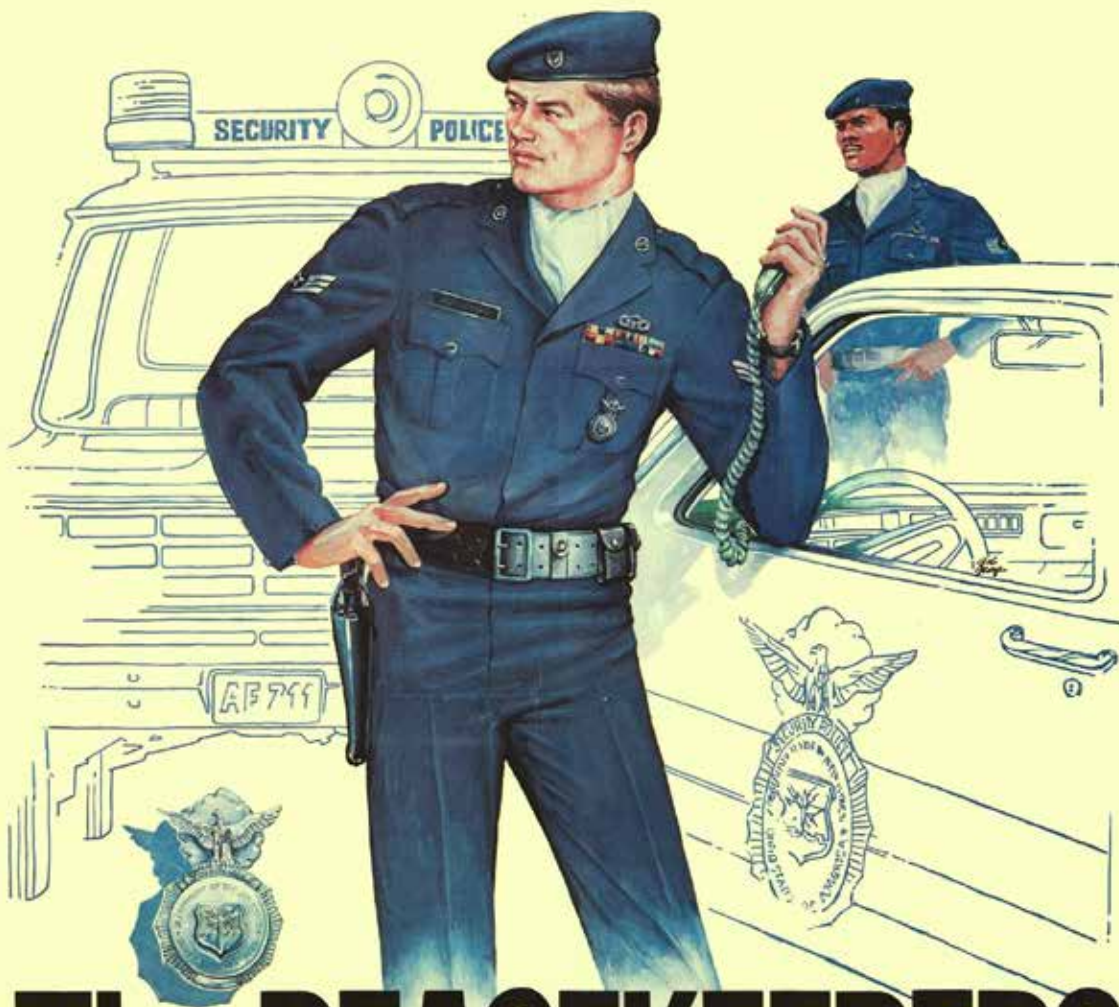




are all pretty excited to see us and chat racing," Petty said. "They know our season is about to start in Daytona and they have a lot of questions. Or, maybe they are just ready to see some racing, but they are ready! Myself and Thad, we're just trying to say 'thanks' for protecting us and letting us race. We have a great relationship with the U.S. Air Force at RPM, so we wanted to come here and see as many folks as possible."



Ready, Able & Aware



The PEACEKEEPERS

YOUR UNITED STATES AIR FORCE • SECURITY POLICE

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BEHIND^{THE}BADGE DEADLINES

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MARCH 7

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JUNE 6

JUNE 22

JULY 5

FACEBOOK CAREER CHATS
QUESTIONS ABOUT A CAREER?
ASK THE EXPERTS
IT'S GREAT FOR APPLICANTS!

FEB. 28: CIVIL ENGINEERS
MARCH 21: FINANCE

IF THERE'S A CAREER YOU'D LIKE
TO SEE, LET US KNOW!



Tech. Sgt. Tony Parker, 369th Recruiting Squadron, presents a creeper to Kern County Regional Occupation Center Auto Shop for their support of Air Force Recruiting.



Tech. Sgt. Yadria Green, 369th Recruiting Squadron, conducts a monthly Delayed Entry Program call. Each month, her DEP members participate in a volunteer activity to engage the community.



When the 367th Recruiting Squadron wanted to make their vehicle turn heads, they turned to Staff Sgt. Adam Ulma, C-Flight recruiter. Ulma is quite the car enthusiast and wanted to bring some flair to one of the RAP-TORs, and really bring home the history of the Air Force. He coordinated and handled all aspects of production of this new and exciting design. The concept is that of old and new; a P-51 Mustang transitioning into an F-22. The result is spectacular!





A five-member team from the 552nd Maintenance Squadron located at Tinker Air Force Base, Oklahoma, championed an F-16 mini-jet restoration project to bring a beloved 349th Recruiting Squadron marketing asset back to life. The team of Airmen fabricated replacement parts to repair the damaged wings and tail, designed, printed and applied new logos, and applied a fresh Thunderbirds-themed paint job to finish it all off. In honor of the team's efforts, Lt. Col. Russel Montate, 349th commander, requested the maintenance team sign the jet as a way to recognize their amazing work when the jet travels. Montate also presented each team member with a certificate of appreciation and his commander's coin, expressing his thanks and appreciation for their efforts and support. The 552nd MXS team members, led by Staff Sgt. Matthew Steed were: Staff Sgt. Nicholas Shadowens; Senior Airman Heath Thompson (not pictured); Airman 1st Class Brenner Seanoa; and Airman 1st Class Tyler Hill.





Airmen and Soldiers compete in the 5th annual Army vs. Air Force Hockey Game, Jan. 13, 2018, at the Sullivan Arena in Anchorage, Alaska. The game, between teams made up of service members assigned to Joint Base Elmendorf-Richardson, Alaska, promotes military esprit de corps and enhances the relationship between JBER and the Anchorage community. During the game, Lt. Gen. Kenneth S. Wilsbach officiated a joint-service Delayed Entry Program swear in. The swear-in included 18 DEP members from the 361st Recruiting Squadron. (U.S. Air Force photo by Crystal A. Jenkins)





Members of the 343rd Recruiting Squadron Delayed Entry Program prepare to be sworn in Jan. 20 by Maj. Gen. Garrett Harencak at the Deadwood, South Dakota, SnoCross event.



Lt. Col. Geoffery Young, 361st Recruiting Squadron commander, presents Betty Rae Sterwald, D-Flight secretary, with a Civilian Achievement Award. She has been a part of Air Force Recruiting Service since 1991.



Tech. Sgt. Nick Davis and Master Sgt. Luke Bistor, 319th Recruiting Squadron D-Flight, got the opportunity to meet influencers like Brad Farrin, a Maine State Representative at the State Capital Building in Augusta, Maine. They used the opportunity to build a stronger influencer base within the state.



Tech. Sgt. Adam Nicola, 330th Recruiting Squadron from Ocala, Florida, speaks to Civil Air Patrol cadets from all over the United States about Air Force opportunities at their Winter Encampment, Jan. 5 at Camp Blanding, Stark, Florida.



Tech. Sgt. Adam Nicola, 330th Recruiting Squadron from Ocala, Florida, speaks to Civil Air Patrol cadets from all over the United States about Air Force opportunities at their Winter Encampment, Jan. 5 at Camp Blanding, Stark, Florida. This event was a Battlefield Airman specific presentation during the Civil Air Patrol Career day during their yearly winter encampment which cadets need to pass to be allowed to go to their other encampments that contain courses like survival and mission planning. There were more than 100 cadets there from all over the United States. All nine Battlefield Airman careers were briefed.



Tech. Sgt. Brian Ashton and Staff Sgt. Desmond Boone, 332nd Recruiting Squadron F-Flight recruiters, judged and presented awards for a Junior ROTC competition at Sale Creek High School in Tennessee. The competition included eight schools and more than 250 JROTC members.



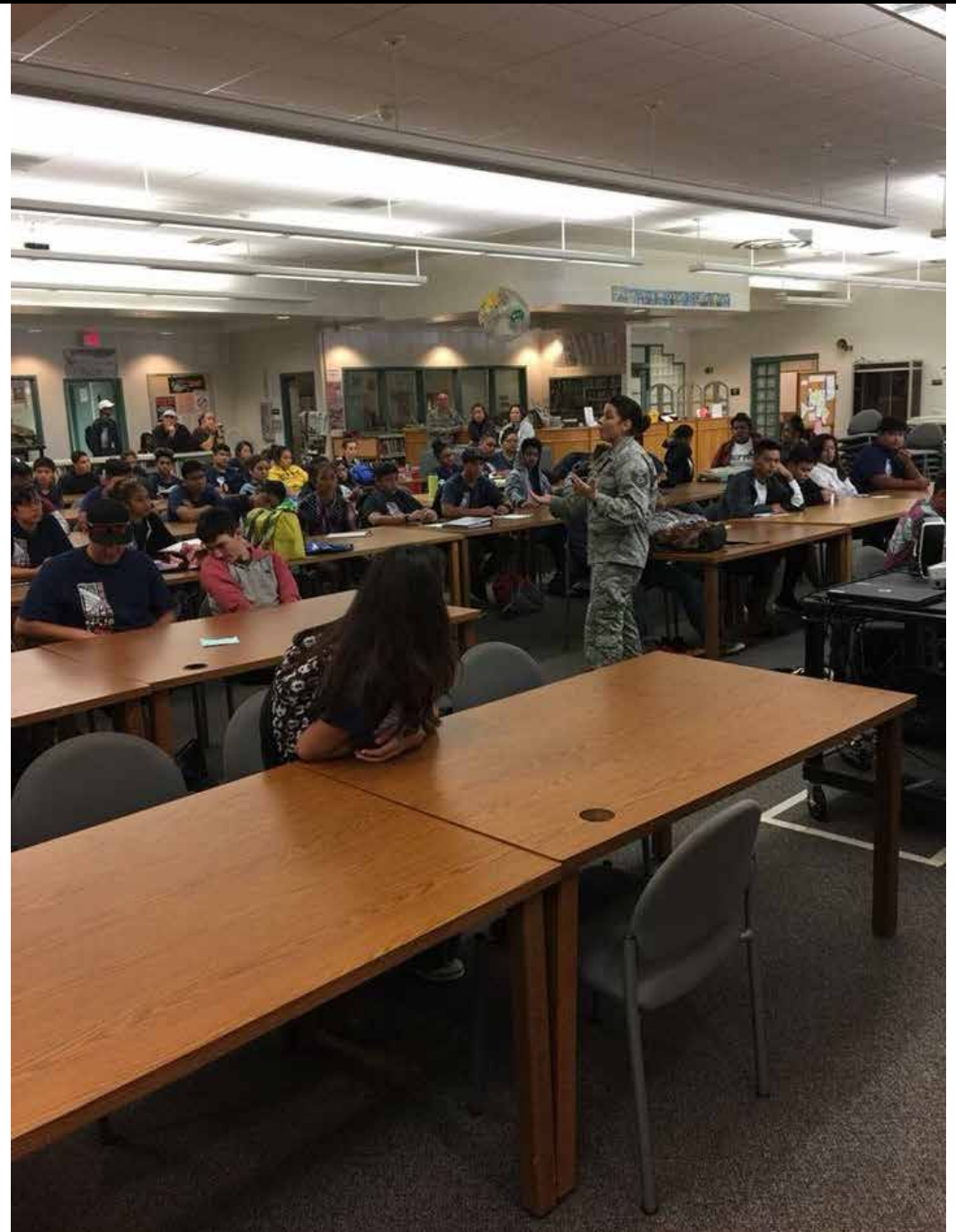
Staff Sgt. Andrew Burdette, 369th Recruiting Squadron, engages with prospective applicants at the Live on Green event in Pasadena, California.



Master Sgt. Charles Allen, 332nd Recruiting Squadron, gives a presentation to Junior ROTC instructors of Hamilton County, Tennessee, Jan. 5 as part of an in service training day. Allen spoke on the changing needs of the Air Force as well as benefits available to recruits. These instructors serve more than 600 JROTC cadets throughout the county.



Master Sgt. Kurt Pinkowski and Staff Sgt. Zachariah Earle, 331st Recruiting Squadron, attended the Louisiana Marathon Expo in Baton Rouge, Jan. 12 and 13. The race expo featured more than 50 vendors and 5,000 racers.



Tech. Sgt. Rachael Rodriguez, 369th Recruiting Squadron, shows off her classroom presentation skills for Maj. Gen. Garrett Harencak at Keauu High School in Hilo, Hawaii.



Maj. Gen. Garrett Harencak and his wife, Tanya, visited Master Sgt. Nicholas Huffman and Staff Sgt. Clifton Briggs at the Honolulu MEPS.



Members of the 369th Recruiting Squadron, G-Flight in Aiea, Joint Base Pearl Harbor-Hickam and Hilo, Hawaii, hosted Maj. Gen. Garrett Harencak and his wife, Tanya. Pictures from left to right are: Maj. Gen. Garrett Harencak; Tanya Harencak; Lt. Col. Adam Klemens; Cindy Klemens; Master Sgt. Fred Frasier; Tech. Sgt. Jamie Virden; Tech Sgt. Shiloh Pogue; and Tech. Sgt. Ryan Phelps.



Tech. Sgt. Adam Nicola, 330th Recruiting Squadron, takes time to pose with Donna Bradley, Santa Fe High School guidance counselor and Tech. Sgt. Caleb Cunningham, 336th RSC, at the Santa Fe High Career Expo, Jan. 11. The event drew more than 1,100 students and was featured on the local news station.



Members of the 330th Recruiting Squadron from Joint Base San Antonio-Randolph, attend the Miami Fitness Festival - Wodapalooza, Jan. 11-15. Pictured are Master Sgt. Cameron Bruggeman; Chief Master Sgt. Carmelo Vega; Senior Master Sgt. Damian Vandevender; and Maj. Heath Kerns.



Members of the 333rd and 330th Recruiting Squadrons, as well as members of the 920th Rescue Squadron from Patrick Air Force Base, Florida and the 41st Squadron from Moody Air Force Base, Georgia attended the Miami Fitness Festival - Wodapalooza, Jan. 11-15 in Bay Front Park, Miami. Every year the event attracts ore than 30,000 fitness enthusiasts to witness CrossFit at the highest level.



Members of the 319th Recruiting Squadron D-Flight hosted a Delayed Entry Program Call in December for all DEP members in Maine. Recruiters are in the front row, from left to right: Staff Sgt. Christopher Martin; Tech Sgt. James Jenkins; Tech. Sgt. Nicholas Davis; and Tech. Sgt. Michael Lujan.



Members of the 319th Recruiting Squadron leadership team attended the Air Force Recruiting Service Leadership Summit in San Antonio and had the opportunity to have dinner with two recruiters-in-training, Tech. Sgt. Nathan Galati and Tech. Sgt. Sarah Galati. They are projected to join the 319th in April. Left to right are: Lt. Col. Johnathan Artis; Tech. Sgt. Sarah Galati; Tech. Sgt. Nathan Galati; Senior Master Sgt. Richard Shoemaker; Master Sgt. Richard Abbott; and Chief Master Sgt. Cory Frommer.